

Dear ACC Supplemental Plan Participant,

You are receiving this communication because:

* You were born in 1967 or before, or
* You are nearing early retirement age of 59.5, and
* You have a Supplemental Plan 71281 account with a balance.

Because of the way the IRS views multiple employer retirement plans, if you make a change to your employment—even if you are not retiring—after the age of 59 ½, payments will be triggered in your supplemental account, unless the ACC Retirement Plan office has the below form.

Please read the below.

**The Supplemental Plan Payment Structure**

Unlike the 403b Qualified Church Plan 71280, the Supplemental Plan 71281 is distributed in a structured, non-negotiable manner. Upon eligible retirement in the plan, a Supplemental Plan balance less than the annual limit ($23,000 in 2024), will be paid in one payment during the first, administratively feasible, quarter after retirement in the Supplemental Plan. If the Supplemental Plan balance is over the annual limit, it will be automatically distributed - completely - over a five (5) year period in quarterly payments. The limit corresponds with the IRS Annual Contribution limit for salary deferrals.

The payments are processed by Fidelity. The payment amount may change each quarter based on your investment performance.

Supplemental Plan distributions can be deferred for a minimum of five (5) years. If you wish to defer the distribution start date, complete the Supplemental Plan Deferral form below (also available on the ACC website). **The form must be submitted to the retirement plan administrator a minimum of twelve (12) months before the retirement date in either of the ACC Retirement or Supplemental Plans**. This communication, including the Supplemental Plan Deferral form, is sent out to all participants over the age of 57 every year reminding them of these rules. The form can be requested from the retirement plan administrator or found on the ACC website at any time.

NOTE: Per the plan document, the “Normal Retirement” date is the participant’s 65th birthday and “Early Retirement” date is 59 ½.

If you do not have plans to retire in the coming 1-3 years, you do not have to make the below decision yet. If you have any questions, feel free to contact me.

Sheryl Steines

ACC Retirement and Insurance Plan Administrator

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*71281 Supplemental Plan – Distribution of Benefits Election*

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Birth: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Future Retirement Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Deferral of Commencement of Payment: Yes No (Please circle)

Defer Distributions until: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Must be at least 5 years past retirement date)

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_